

Subject: New Ban the Box Initiative in the City of Los Angeles
From: Office of Wage Standards
Date: 05/04/2017 10:31 AM
To: Lisa Schechter

[View this email in your browser.](#)



Fair Chance Initiative for Hiring Ordinance

*Employers can **NOT** inquire into a job Applicant's Criminal History by any means, **unless and until a Conditional Offer of Employment has been made to the Applicant.***

What is it?

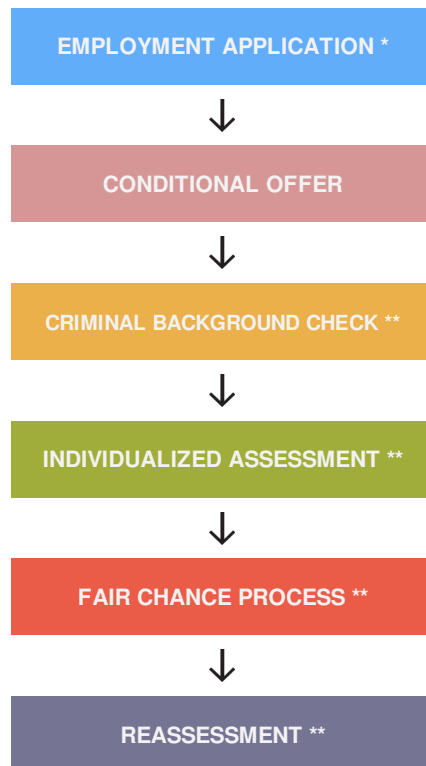
Starting January 22, 2017, Employers with ten (10) or more Employees are subject to the **Fair Chance Initiative for Hiring Ordinance (FCIHO)** pursuant to Los Angeles Municipal Code (LAMC) § 189.

This applies to all individuals, firms, corporations, partnerships, labor organizations, groups of persons, associations, job placement and referral agencies, other employment agencies, or any other organization however organized that is **located or doing business in the City**.

The **number of Employees** includes the owner or owners, management, and supervisory employees.

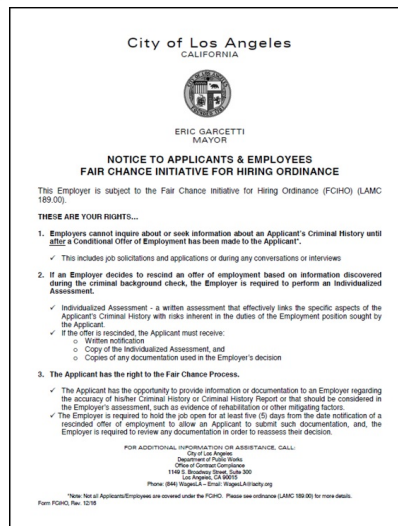
* and **INTERVIEW** if necessary

** if applicable



What do I have to post?

Employers must post this notice in a conspicuous place at every **workplace, job site, or other location** in the City under the Employer's control and **visited by Employment Applicants**, and send a copy of this notice to each **labor union** or **representative of workers** with which they have a collective bargaining agreement or other agreement or understanding that is applicable to Employees in the City. [LAMC § 189.04(B)]



Questions?

Visit the FCIHO website for helpful resources like the Rules and Regulations, Frequently Asked Questions, Guidelines for Employers, Sample Notice to Rescind Employment Offer Letter, Complaint Form, and more.

[Learn More](#)



Share



Tweet



Share



Forward

Copyright © 2017 Office of Wage Standards, City of Los Angeles, All rights reserved.

You are receiving this email because you opted in on our website (<http://wagesla.lacity.org/>).

Contact us:

Office of Wage Standards
1149 S Broadway, Suite 300, Los Angeles, CA 90015
844-WAGESLA (924-3752)
wagesla@lacity.org
<http://wagesla.lacity.org/>

[Add us to your address book](#)

[Update subscription preferences](#) | [Unsubscribe from this list](#)

MailChimp